

employee newsletter for the Office of the Chief Information Officer.

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Past newsletters can be found at the OCIO SharePoint site: https://portal.nebraska.gov/ocio/ Documents/Forms/AllItems.aspx

### inter Weather In light of the recent storm on December **NEVER** use cruise control in wet, slick or snow-packed conditions

20th and the start of winter on December 21st, it is a good time to stress Winter Weather Safety Tips. Governor Heineman discussed the issue in his December 19th press release. He said the best way to keep your family and yourself safe is by being prepared for winter weather before it strikes. At home, listen to weather forecasts regularly and check your emergency supplies whenever a period of extreme cold is predicted. Be prepared for the possibility of the storm to knock out heat, power and communications and have a week's worth of food and safety supplies available.

If you must travel, monitor the 511 Nebraska Advanced Traveler Information System. It provides 24-Hour weather and travel information by dialing 511 and is free of charge. For your pc or mobile device, the website is www.511. nebraska.gov. Reports show that on December 19th, the 511 system received 13,322 calls. On December 20th, the system received an astounding 77,046 calls. Barb Biffle-Bennett, the Dept. of Roads Web Officer, reports that on December 20th, the 511 website had 83,575 visits and the mobile site had 45,806 visits.

During a winter storm, the Nebraska State Patrol works closely with the Department of Roads to determine road conditions with the goal of keeping roads open. However, winter weather conditions often force road closures. Here are a few safety tips recommended by the State Patrol and Nebraska Department of Roads:

\* ALWAYS wear your seat belt

- NEVER drive faster than conditions al-
- Increase following distance so you can react to other vehicles
- Drive with your headlights on
- Travel during daylight, use well-traveled roads and give yourself ample time
- Let others know where you are going, which route and when you should arrive
- If you do become stranded, STAY WITH YOUR VEHICLE and tie a red handkerchief or something visible to your car for rescuers.

Here are some items to keep in a Winter Weather Survival Kit in your vehicle. Some of these items are good to have even for local travel in town and to work. You never know what can happen.

- **Emergency First Aid Kit**
- Ice scraper, shovel, small bag of sand
- \* Flashlight and extra batteries
- \* Blankets and extra dry clothing
- \* Jumper cables

line.

- Nonperishable snacks
- Fully charged cell phone
- Empty coffee can or plastic container
- Brightly colored cloth or handkerchief

More information can be found at http://www.dor.state.ne.us/rca/wz.winter-Travelers in need of nonpage.htm. emergency roadside assistance or to report a reckless driver, should call \*55 or 1-800-525-5555 to reach the NSP Highway Help-



- Q: What is the "swiping" protocol for the 501 Building? I've noticed that there are staff that swipe their card every time they enter and exit the building for lunch and external meetings. There are other employees that swipe only twice when they arrive to work and when they leave their workday.
- A: The protocol for entering and/or leaving the 501 Building is to use your access card to swipe in and to swipe out. I think I addressed a similar question previously, but let me reiterate the reasoning. If there is a problem in the building a fire, a bomb threat, etc. we want to be sure that everyone is out of the building appropriately. Let's say the event happens during the lunch hour. Once we evacuate the building, we try to do a "nose" count by the floor captains to determine whether we have everyone. Think about the people around you do you know if they are at lunch? Are they having lunch in the building in one of the break rooms? In a real event, we would ask State Security to do a run of the card system to ensure that people that have "swiped in" are either "swiped out" or with us. It is a matter of safety. Thanks Brenda
- Q: Why is it that we are not allowed to remote into work during awful weather conditions? Some people may not have the vacation leave needed to stay at home and not come into 'the office'. In those cases, these employees feel forced to come into work in spite of the dangers on the road. Wouldn't it be safer to allow employees to work from home—it seems some contractors are allowed to do it without question. It just doesn't seem fair!
- A: This is a difficult question because it is a question of fairness for State employees. Currently, the Office of the CIO does not have a telecommuting policy for our employees. The DAS Telecommuting policy is below and requires approval from the Director of Personnel. Although it seems like a simple issue to allow people to remote into work during bad weather, several of the jobs within our office are not able to be done from a remote location. So, is it fair to say that employee A can work from home on a bad weather day, but employee B has to find a way in?

Who determines when the weather is bad enough to allow people to work from home? There are also legal issues related to an employee working from home. If you fall down your stairs while you are working from home, does your insurance cover you or is the State responsible? Whose equipment are you using from home? These are issues many agencies are struggling with.

So, what should you do? State employees need to decide whether they will be safe coming to work in poor weather conditions. I have told the Leadership Team to be as flexible as possible to ensure people feel safe coming to work. Vacation leave is one option for staying at home. However, if that is not an option, the Leadership Team can work with employees to adjust schedules for the rest of the week, in some cases, find substitutes that can make it to work, or explore additional options. And you are correct, contractors are different. They are not allowed to do remote work "without question", however, in most cases this option is in their contract for other reasons. As I said, this is a difficult question. Brenda

### 7.04 Telecommuting

With approval from the Director of Personnel, Administrative Services-State Personnel Division, Administrative Services divisions may allow telecommuting as a viable, alternative work arrangement in cases where individual, job, and supervisor characteristics are best suited to such an arrangement.

The Administrative Services Director will submit to the Director of Personnel, Administrative Services-State Personnel Division, for review and approval, a proposed plan for telecommuting which would be applied consistently throughout Administrative Services. Telecommuting allows an employee to work at home or in a satellite location for all, or part, of

their regular workweek. It is not an entitlement or a benefit and in no way changes the terms and conditions of employment. The Administrative Services Director and/or designee may revoke telecommuting approval at any time.

## JANUARY State Service Anniversaries

44 YEARS Linda Leland
43 YEARS Nancy Richters
38 YEARS Kevin Keller
Mike Berggren

29 YEARS	Jayne Scofield	16 YEARS	Tammy Loga
	Randy Madison	15 YEARS	Jill Drake
27 YEARS	Julie Christiansen		<b>Kathy Thaller</b>
26 YEARS	<b>Keith Thonen</b>	14 YEARS	<b>Cathy Ekeler</b>
	Don Spaulding		Mike Kirby
23 YEARS	Rod Lemke		Kay Reznicek
22 YEARS	Rick Kirchhoff	6 YEARS	Susan Dodds
16 YEARS	Keo Sabell	1 YEAR	Kim Dalton

# Holiday Giving 2012 FINAL project 2012 RESULTS

I wanted to take a minute to express my congratulations and gratitude for your response to our Holiday Giving Drive this year. Every year since I have been here (and previous to that I am told), our organization has chosen a charity/cause to "adopt" during the holiday season. And each year the individuals in this organization have responded to people in our community that are less fortunate than we are for the holiday season. This year, I believe we can all be extremely proud of gifts that we donated, the items for the WinterWatch program, and the money that was raised in both the red buckets and through our Jean-Day sales for the Salvation Army.

Dear Staff of the Office of the CIO:

I want to especially thank the committee members that included Tami Rupe, Dotty Smith, Gloria Esquivel, Linda Leland and Gardenia



Have you recently changed your password and find that you're now being locked out for no good reason? Is Outlook repeatedly prompting you for your username and password?

This is usually caused by a setting on your computer that enables you to store passwords and apply them in certain applications (possibly unbeknownst to you). This can be handy in some instances, but if you find that it's becoming a nuisance, it might be time to clear the legacy information off of your computer.

### To clear these old passwords, follow the steps below.

- Open User Accounts by clicking the Start button , clicking Control Panel, clicking User Accounts, and then clicking User Accounts.
- 2. In the left pane, click Manage Your Credentials.
- 3. Click the vault that contains the credential that you want to remove
- 4. Click the down arrow on the right next to the credential that you want to remove and then click **Remove from vault**.

Don't worry about clearing all credential information from this page. As a matter of fact... it's probably recommended that you do just that. The worst that can happen will be that you'll be prompted for your username and password next time you use an application. This is a small price to pay if you're tired of trying to prove to the computer that you're actually **YOU** all day long!

Sanchez. We also had three employees volunteer to help haul the toys to the lobby in preparation for the pick-up – thank you Steve Leech, JoAnn Largent and Howard Johnson!!

I could not be prouder to be associated with such a generous group of people. I hope you had a Happy Holiday and thank you for making someone else's holiday a happy one also!!

Breuda

### Here is a summary of the total donations:

- ★ 51 Angel tag requests were filled with one to three toys/ clothing items. Twelve extra stuffed animals/toys were collected.
- ★ \$167.47 was donated in the red donation buckets. Some cash was taken out to finish off a few leftover Angel tags.
- **★** \$1828.00 was raised in Jean-Day sales in our 3 locations.
- ★ The following extra items were donated for the Winter-Watch program for the Homeless:
  - 10 coats
  - 9 blankets
  - 1 duffel bag
  - 2 miscellaneous items
  - 13 caps
  - 10 scarves
  - 17 pairs of gloves







**Left:** The Christmas Tree in the lobby with the Angel tags. **Right:** The decorated tree on 3rd floor with stuffed animals, coats, blankets, scarves and gloves.

## Cyber Security NEWS By Chris Hobbs

### 2012: The Year in Review for Security

2012 was an interesting year for security-related incidents. Breaches, attacks, departures and viruses have all made the list in previous years. 2012 was no exception. Here is a brief rundown of a couple of the news items that were popular this year.

#### **Good Luck Brad!**

As summer was winding down and thoughts of sending the kids back to school filled our every waking moment, Brad Weakley decided to drop a bombshell. He was leaving to accept a position with the University. It was a good move for Brad and I wish him well! I've enjoyed working with him over the years from the time he was the networking guru to the Security Officer.

### **South Carolina Department of Revenue**

As reported in the December IT NOW, an employee opened a malicious email that stole his user ID and password. The attacker then logged into the network and stole more passwords until the information of 3.6 million taxpayers was stolen. Had the employee known not to click on the email link, this could have been prevented. The bottom line of this attack is that employee awareness must improve.

#### Omaha.Com

Many users were contacting us that they were getting a popup box when they tried to access Omaha.Com. This particular website is the

online edition of the Omaha World Herald. This popup was an antivirus virus often referred to as ScareWare that tries to trick the user into believing that their pc is infected with hundreds of viruses. According to the popup warnings, the *ONLY* way to get rid of the viruses is to act quickly and purchase antivirus software that they have conveniently provided a link for. It is a SCAM!

### Goals for 2013

For 2013, let's look at goals for improvement. One of the most important is employee awareness. We need to make sure that all employees are using due diligence when it comes to protecting the state's data. We plan to get the word out about security risks through emails, training sessions, the newsletter and updated websites. Another important goal is to continue to work with all agencies to make sure compliance issues are minimized and mitigated. There are several agencies, including the OCIO, that are required to go through an audit process to ensure compliance to standards. We will work to streamline this process. Finally, we would like to use the security tools we have at our disposal in a more effective manner.

### I would like to wish everyone a very Happy New Year!

View the webpage at <a href="http://cio.ne.gov/cybersecurity/">http://cio.ne.gov/cybersecurity/</a>. Check out the National Cyber Security Alliance: <a href="http://www.staysafeonline.org/">http://www.staysafeonline.org/</a> or the Multi-State Information Sharing & Analysis Center: <a href="http://msisac.cisecurty.org/">http://msisac.cisecurty.org/</a>.





We have dusted off an old picture from the OCIO archives. Can you guess who are the current employees? Look for the answer in the February issue. Last month's answer is on page 8.



Beverlee Keller will be retiring on January 11th after almost 44 years of service with the state. A reception for her will be held at the Gold's Building, Room 534, on that day from 2:00-3:30 pm.

Jeanine Yost will also be retiring on January 11th. She has been with the OCIO Front Desk Team for almost three years. On January 11th, a soup and salad luncheon will be held in her honor in the 501 Building, 4th floor break room, from 11 am to 2 pm.

### Best of Luck in your future!

Look for more details in the February newsletter.

## 25 Vear Service Anniversary

On November 29th, two long-time OCIO employees received their 25-Year Service Plaques from Brenda Decker. Both employees started their employment with the State of Nebraska on January 5, 1987.

Keith Thonen (bottom left) has been an IT Applications Developer/ Lead on the N-FOCUS Project located on the 4<sup>th</sup> floor of the State Office Building since 1994. He is currently in the Configuration Management area where his group tracks and migrates all technical objects from the various N-FOCUS programming platforms as they travel up through the test tiers and out into production. Don Spaulding (bottom right) is the Application Services Technical Manager responsible for the DHHS Applications section within OCIO Applications Solutions. The section meets a wide spectrum of DHHS applications needs, ranging from enterprise-scale application development, maintenance and support, to development of small custom applications for workgroups, to package evaluation, procurement and implementation. The section supports three enterprise-scale, mission-critical systems for DHHS: N-FOCUS, CHARTS and MMIS. The section is organized into five primary units: N-FOCUS, CHARTS, MMIS (Legacy), MMIS (Projects) and DHHS Applications Infrastructure. The section is currently staffed with 54 OCIO FTEs and more than 60 contract staff.



Left: Keith Thonen from N-Focus with Brenda Decker. Right: Don Spaulding from DHHS Applications with Brenda Decker.





Administrative Services held their annual Holiday Party on November 30th at 1 pm in the lower level of the State Office Building. Over 225 employees attended who enjoyed lunch, desserts and the candy table. There was a White Elephant gift exchange for those that brought a gift as well as door prizes and a photo booth. The link to the photos from the photo booth are <a href="http://www.flickr.com/photos/as-nebraska/sets/72157632170859938">http://www.flickr.com/photos/as-nebraska/sets/72157632170859938</a>.

Employees who brought a can of food for the Food Bank of Lincoln received extra tickets for the door prizes. A total of two barrels of food was collected. Winners of the door prizes were:

- ♦ David Brown—Lowe's Gift Card
- ♦ Mike Berggren Barnes & Noble Gift Card
- ♦ Joan Dietrich—Campbell's Gift Card
- ◆Judi Yorges—Talbot's Gift Card
- ♦ Kay Mencl—Dillard's Gift Card
- ◆ Betty Hladky—Flat Screen Television

### **Important Information Concerning Health Insurance Premiums**

During Open Enrollment, Administrative Services introduced you to LINK ( <a href="www.link.ne.gov">www.link.ne.gov</a>), an innovative concept linking people, services and businesses together by providing easy access to every day applications and resources. It also provides a quick and easy way to view items such as your paystub and leave balances, as well as receive news and updates about issues impacting state employees. Since Open Enrollment, LINK has a new look and was recently updated with important information regarding health insurance premiums.



### **Made A Difference Awards**





The Office of the Chief Information Officer recognizes Matt Easton (not pictured), Mike Schmidt (not pictured) and Norbert Welter for providing assistance to the State College Systems during their move to a new office location to assure the best quality video for their conference room.



The Office of the Chief Information Officer recognizes **Howard Johnson** for going the "extra mile" to help the OCIO with the employee donations for the Holiday Giving Project. We had an overwhelming response of toys, clothing and blankets that filled the lobby. The Salvation Army showed up with a vehicle that was not big enough to accommodate all of the donated items. Howard willingly helped pack all of the items in their vehicle and then volunteered to fill his own car with the leftover items and followed the volunteers in his car to the Salvation Army site to deliver the rest of the items.



The Office of the Chief Information Officer recognizes Vicki McElroy, Larry Kosch (not pictured) and Howard Johnson for their contribution and efforts in maintaining the 501 Building dock area in a clean and organized manner.



We hope you had an enjoyable Christmas and New Year's Day with your family and friends!

State offices will be closed on Monday, January 21st, in honor of Martin Luther King Day.

## New Employees



WELCOME to the new hires at OCIO



Jonathan Kroger
IT Applications Developer—
Web Team
Started December 3, 2012

I was born in Rockford, Illinois. Both my mom, Cheryl, and my dad, David, taught at the Saint John's school there. In 1979, my family moved to Seward, Nebraska to help my grandpa operate a shoe

For High School, I attended Seward High and my favorite subjects were math and drafting. Upon graduation, I attended Gustavus Adolphus College in Saint Peter, Minnesota for a Computer Science degree. At college, I tutored Computer Science, helped to program Lego robots and did research with a Cray supercomputer.

I worked at West Group Publishing from 1995 to 1999 performing computer work to publish legal text and later as a Senior Software Engineer. From 2004 to 2011, I worked as a Quality Assurance Specialist at Class.com.

I have explored trucking and retail businesses. From those businesses I've learned how to do such things as drive a semi, repair lamps, fix bicycle flats, and drive a forklift.

In my free time I like to go for walks, do computer graphics, do scripture studies, practice music for choir, journal, study the possibility of cheap and clean fuel, surf the internet, listen to music, go to concerts, and cook.

I am now an Information Technology Application Developer, and I am working with technologies including Java, servlets, and Java Server Pages. I bought a house on D street not too far from work. If you would like to talk, maybe we can get together and go get some hot chocolate.



Helen (Betz) Krutak
Administrative Secretary—
Front Desk Team
Started December 19, 2012

My name is Betz Krutak and I am originally from New Orleans, Louisiana. My father is a professor which is what brought me to Lincoln in 1970. I graduated from the

University of Nebraska with a Bachelor's in Art History.

I began my employment with the State of Nebraska in the mid 1980's as a temporary in the SOS pool. I have worked for several state agencies throughout my career in state government, most recently with the Nebraska Game and Parks Commission.

I have two daughters and three grandchildren. In my spare time, I enjoy antiquing, cards, and attending my grandchildren's sporting events.



Matt McConnell
IT Infrastructure Support
Analyst Senior —
DHHS Server Operations
Started November 19, 2012

I have come to the State from Five Nines Technology Group, a managed services company in Lincoln, where I consulted and managed

the IT environments of several small to medium-sized businesses. Prior to that, I was the Systems Administrator for Store Kraft Manufacturing, located in Beatrice.

I grew up in Beatrice and came to Lincoln to pursue a degree in computers at Southeast Community College. My wife, Ashley, and I currently live in the small town of Pickrell, located south of Lincoln. I enjoy outdoor activities such as hunting, fishing, boating, and occasional trips to an off-road vehicle park.

I can already tell that I'm surrounded by a great group of technical resources, and I look forward to contributing to the success of this department.

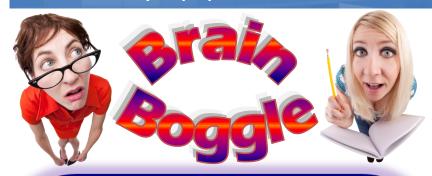


Michael Perdunn

Contractor—ICD-10 Project

Management Coordinator

Started December 3, 2012



#### **Repeating Letters**

Below you can find 10 words which have had their beginnings and endings removed. In each case, the same two letters can be found at the beginning and the end. For example: REspiRE.

\_ \_ QUI \_ \_

YLI

IFI

RMI

ALG

GRA

Email your answer to tami.rupe@nebraska.gov. Winners' names will be published in the February newsletter. December Winner: Elaine Monnier.

Answer: Jayne gave her mom, Brenda, building blocks wrapped in white snowmen paper with green ribbon. Tim gave his sister, Beverlee, a bicycle wrapped in green trees paper with silver ribbon. Steve gave his son, Tim, a bowling ball wrapped in red Santa paper with gold ribbon. Beverlee gave her dad, Steve, a book wrapped in gold bells paper with blue ribbon. Brenda gave her daughter, Jayne, a bracelet wrapped in blue snowflakes paper with red ribbon. Correction: The line should have read, "Santa lost his shape when one family member tried to wrap a gift that was spherical."

## BLAST from the PAS

#### **DECEMBER ANSWER:**

This photo was taken in December of 1978 when Gloria Esquivel (right) still worked at the Department of Roads. Shown left is Sue Kirk who is still with DOR.

> Thanks Gloria for the cute photo!



### New Year Trivia ON PAGE 9

**ANSWERS** 

- What does "Auld Lang Syne" mean?
  - A. Old friends
  - Long, long ago
  - **Good memories**
- How much does the New Year's Eve Ball in Times Square weigh?
  - A. 5,619 pounds
  - 11,875 pounds
  - 21,200 pounds
- Why do Southerners eat black-eyed peas and greens on New Year's Day?
  - A. To honor farmer forefathers
  - To cure a hangover
  - To Bring wealth in the New Year
- Candied lotus seeds are a popular Chinese New Year's treat. They are said to bring
  - A. Good Luck
  - Better finances
  - Boy children

Taken from WebMD



JANUARY 3rd

JAN<mark>UARY</mark> 4th

**JANUARY 7th** 

**JANUARY 8th** 

**JANUARY 10th** 

**JANUARY 12th** 

**JANUARY 14th** 

**JANUARY 17th** 

**JANUARY 18th** 

**JANUARY 21st** 

JANUARY 24th

**JANUARY 25th** 

**JANUARY 30th** 

**JANUARY 31st** 

Kim Navratil Keo Sabell

Jason Meyer

**Lois Hanson** 

**Andy Weekly** 

**Aaron Weaver** 

Jeff Schmidt

Stan Schmidt

Mike Berggren

**Curtis David** 

**Linda Sestak** 

**Bill Dale** 

Jeanine Yost Larry Kosch

Jason Schnell

Carmen Cochrane

**Cindy Kauk** 

## TRAINING

Below are some outside training opportunities available in the next couple months. You will need to obtain proper approval from your supervisor and complete a travel request form to attend these courses. Click on the links provided for more details about the class.

### **Training**

Knowledge useful ability backbone of quired for a

### Skillpath Seminars – click on <a href="http:/www.skillpath.com">http:/www.skillpath.com</a> for more information

Name	City	Date	Time	Cost
The Conference on Customer Service	Lincoln	March 27	9 am-4 pm	\$139

### Fred Pryor Seminars - Click on <a href="http://www.pryor.com">http://www.pryor.com</a> for more information

Name	City	Date	Time	Cost
How to Communicate with Tact and Professionalism (2 day)	Lincoln	Feb. 13-14	9 am-4 pm	\$299
Basic Supervision	Lincoln	March 14	9 am-4 pm	\$149

### SCC-Lincoln Campus—Click on www.southeast.edu/continuing

Name	City	Date	Time	Cost
Supervisor Boot Camp	Lincoln	Jan. 23 or April 17	8 am-5 pm	\$219
Get in, Get Done & Get Out: The Art of the Meeting	Lincoln	March 20	8:30 – 11:30 am	\$119
Practical Project Mgmt. for Non-Project Managers	Lincoln	Feb. 5 or March 19	8:30 am- 4:30 pm	\$140

### New Year Trivia Answers

- 1. What does "Auld Lang Syne" mean?
  - B. Long, long ago

This well-known New Year's Eve tune is from a poem by Robert Burns, based on a Scottish folk song. It is a tribute to days gone by.

- 2. How much does the New Year's Eve Ball in Times Square weigh?
  - B. 11,875 pounds

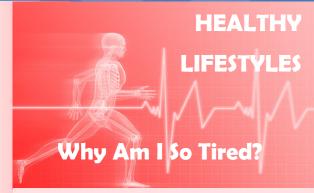
It is also covered with 2,688 Waterford crystal triangles. Americans began dropping a giant ball on New Year's Eve in 1907. The first was a 700-pound iron-and-wood beauty lowered from a flagpole atop One Times Square.

- 3. Why do Southerners eat black-eyed peas and greens on New Year's Day?
  - C. To Bring wealth in the New Year

The black-eyed peas represent coins, the greens or collards represent paper money. Eating these dishes is supposed to bring good luck and wealth in the coming year.

- 4. Candied lotus seeds are a popular Chinese New Year's treat. They are said to bring
  - C. Boy children

In China, lotus seeds symbolize male children. Eating the sweetened seeds is supposed to bring boy babies into your family.



Are you asking yourself this question? The most common reasons for feeling tired are about daily habits.

- What you eat. Reaching for caffeine and sugar can backfire, leaving you more fatigued as your blood sugar levels fluctuate wildly. Instead, go for a balanced diet with fruits, vegetables, and lean protein
- 2. How much you sleep. Many people don't get enough sleep. If you're one of them, avoid caffeine and alcohol in the hours just before bedtime, turn off the TV before bed, and keep your bedroom quiet.
- **3. How much you exercise.** The best prescription for tiredness is regular, vigorous exercise. Start with 40 minutes of exercise at least four days a week, to get you going. Finish at least three hours before bedtime, so you have time to wind down.
- **4. Anemia.** This is a very common cause of fatigue and easy to check with a simple blood test. You can remedy anemia with an iron-rich diet, heavy in meats and dark, leafy greens or supplements.
- **5. Deficiencies in key nutrients,** such as potassium. Again, this is easily checked with blood testing.
- Thyroid problems. Over- and under-active thyroids can cause fatigue. A blood test for your level thyroid hormone levels can help evaluate your thyroid function.
- **7. Diabetes.** People who have uncontrolled diabetes often feel lack of energy. If you're also having blurred vision or lots of urination, you should get checked with a blood test.
- **8. Depression.** If your feelings of exhaustion are accompanied by sadness and loss of appetite, your doctor can start you on the path back to feeling better.
- 9. Sleep problems. If you never feel rested and nothing seems to help, you might look into visiting a sleep lab to check for Sleep Apnea in which people briefly stop breathing several times a night. Treatments are available.
- **10. Undiagnosed heart disease.** Tiredness can be a sign of heart trouble, particularly in women. If you have any doubts, see your doctor.

But again, start with the basics: your sleep, your diet, and your activity level. Sometimes the simplest fixes are all it takes.

Taken from a WebMD article.